



## **Employment Opportunity**

### **Natural Resource Scientist 3**

**Salary: \$4106 - \$5258      Range: 60**

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**Bulletin # 617**

**Opens: January 5, 2007**

**Closes: January 19, 2007**

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- Location:** There is one opening in the Fish Program, Fish Management Division, Puget Sound Salmon Unit. The duty station is the Natural Resource Building in Olympia, WA.
- Duties:** This position is the senior manager responsible for directing, developing, evaluating, and implementing Puget Sound salmon fishery management plans and resource assessments required to meet agency objectives for conservation of critical salmon stocks and to maximize harvest opportunity while achieving allocation objectives required by state policies and mandated by Indian treaties.
- Directing all recreational and commercial salmon fishery management activities in all marine waters and freshwater areas of Puget Sound.
  - Representing the department in domestic and international salmon management forums
  - Supervising, evaluating, counseling, training and developing professional biological staff specializing in the management of salmon fisheries, including sport, commercial and tribal stakeholders
- Competencies:** Knowledge of: Salmon life history; fishery management principles; biometric/statistical analyses; Puget Sound commercial, recreational and tribal salmon fisheries; program management, budget development, and administration.
- Ability to: Work in cooperative multi faction environments to meet conservation objectives and allocation needs; Strategically plan, and anticipate challenges to long-term success; Develop cooperative relationships with agency staff, other agencies, tribes, and cooperators; Communicate effectively when presenting complex information to professional and public audiences; Work independently and make critical decisions in a timely fashion; Work with professional and public groups to achieve agency and program objectives; Use advanced computer and data processing and analysis skills across multiple hardware and software environments.
- Work conditions** Typical work schedule is Monday through Friday 8:00 am to 5:00 pm. However, changes to this schedule happen frequently during the fishing season and may require weekend, evening, and/or night work. This position is required to travel as part of the pre-season (North of Falcon) planning and negotiations team.
- Required Qualifications:** A Bachelor's degree with major study in a natural science AND four years of professional experience that includes working with salmon management and/or salmon resource assessment in a multi-jurisdictional forum. A Master's degree will substitute for two years of the required experience. A Ph.D. will substitute for the required experience.
- *Copies of college transcripts may be required upon a scheduled interview.*
- Preferred Qualifications:**
- Experience or training in salmon stock assessment, escapement estimation, forecasting, population modeling, fishery sampling, harvest monitoring, harvest modeling etc.
  - Experience or training in the safe operation of small boats and use of marine electronics (VHF, GPS, Radar, etc.).
  - Experience working aboard commercial fishing vessels.
  - Experience meeting with stakeholders in public meetings to develop plans and reach collaborative agreements; analyzing data and providing recommendations to the group.
- To apply:** If you are interested in this opportunity please submit the E&T exam, a Washington\_State\_Application and attach a detailed resume and cover letter that clearly outlines how you meet the required and the preferred qualifications for this position. Send to:

**Web site for state application is:**  
<http://www.dop.wa.gov/Resources/Forms/>

**Joe Vidales ([vidaljv@dfw.wa.gov](mailto:vidaljv@dfw.wa.gov))**  
Human Resources Office, Department of Fish and Wildlife  
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Fax (360) 902-2392

**All materials must be received in the Human Resource Office by 5:00 pm on January 19, 2007**

The Department of Fish and Wildlife provides equal employment opportunities and is committed to a diverse workforce. Applicants needing assistance and or alternative formats of this announcement may call (360) 902-2276 (TDD: (360) 902-2207).

## **Examination Procedure**

**Examination Procedure:** The examination is an evaluation of your experience and training. The test questions are listed below. **Follow the instructions and attach your responses to your state application and resume.** Web site for state application is: <http://www.dop.wa.gov/Resources/Forms/>. A notice will be mailed to you with the results of your application.

**Instructions:** Write your responses on a separate sheet of paper in the format requested below. *Note that a resume will not be accepted as a substitute for providing this information.* Be sure that any employment or formal training you describe is also shown on your state job application. For employment, specify employers, job titles, major duties performed, and length of service.

1. Tell us how you meet the required qualifications listed above. Specify degrees and major subject areas, and any professional employment in fish, wildlife, or habitat management or research.
2. Briefly describe the experience or training that provides you with a working knowledge of salmon stock assessment, escapement estimation, forecasting, population modeling, fishery sampling, harvest monitoring, or harvest modeling.
3. Describe your experience in developing anadromous fishery management plans and resource assessments in a multi-jurisdictional forum.
4. Describe any experience directing recreational or commercial salmon management activities.
5. Describe any experience working with stakeholders in public meetings to develop plans or reach collaborative agreements; analyzing data and providing recommendations to the group.